

>> L. Thomas: Mary, you're a diversity change agent for Department.

How does this role benefit the BLM?

>> M. Kaveloc: As the -- as Diversity Change

Agents we recognize it's about welcoming differences of thought, background, education, marital status, experience, socioeconomic status, occupation, language and geographic location.

We seek opportunities to explore the hearts and minds of everyone around us, to understand and expand on the best that each of us has to offer.

Diversity and inclusiveness are essential elements needed to maintain relevancy in all communities and meet the future needs of the BLM, Department of Interior and the public we serve.

They are key to fostering new innovative ideas and actions in the workplace that will enable BLM to become the premier land management agency we want to become.

The Diversity Change Agents are currently working on an action plan to increase awareness within BLM, in Department of Interior on why diversity matters.

This plan will include a broad range of outreach

efforts, fliers and a student database.

We also hope to increase diversity in leadership positions by having upper management mentor and coach diverse candidates.

These are just some of the topics the BLM diversity change agent program has discussed developing.

However, if you have other thoughts on ways to increase the BLM's awareness of diversity and why diversity matters, please contact your local diversity change agent.

The cornerstones of diversity are: diversity is about inclusion and engagement, leaving no one behind.

This can be achieved only when everyone is working together.

Everyone deserves dignity and respect.

Everyone adds value and must have an equal opportunity to contribute and achieve.

Diversity eliminates the effects of prejudice.

Understanding diversity must occur at all levels.

Diversity solutions must be situation specific.

And diversity is everyone's responsibility.

Remember...

You don't have to be one of to stand with.

During my diversity training we learned some hand motions that helped me to remember the cornerstones of diversity, and I'd like to show you those hand motions.

They might help you, too.

Diversity is about inclusion and engagement, leaving no one behind.

This can be achieved only when everyone is working together.

Everyone deserves dignity and respect.

Everyone has value and must add -- have an equal opportunity to achieve.

Diversity eliminates the effects of prejudice.

Understanding diversity must occur at all levels.

Diversity solutions must be situation specific.

Diversity is everyone's responsibility.

And you don't have to be one of to stand with.

I'd like to close with a poem that illustrates why diversity matters and this poem is by an anonymous authored and it's called the cold within.

Six humans trapped

by happenstance

in bleak and bitter cold

Each one possessed a stick of

wood, or so the story's told.

Their dying fire

in need of logs

the first man held his back

for of the faces 'round

the fire

he noticed one was black.

The next man looking

'cross the way

saw one not of his church

and couldn't bring himself to

give the fire his stick of

birch.

The third one sat in tattered

clothes

he gave his coat a hitch

why should his log be put to use

to warm the idle rich?

The rich man just sat back and

thought of the wealth he had in

store

and how to keep what he had

earned from the lazy, shiftless

poor.

The black man's face bespoke

revenge as the fire passed from  
sight  
for all he saw in his  
stick of wood  
was a chance to spite the white.

The last man of this forlorn  
group did naught except for  
Gain

Giving only to those who gave  
Was how he played the game.  
Their logs held tight in death's  
Still hand was proof of human  
Sin

They didn't die from the cold  
Without -  
They died from the cold within.

>> L. Thomas: Thank you, Mary, for that heartfelt  
insight as to why diversity matters and that poem  
is very inspiring.

Outstanding rendition of how, you know, if we  
don't embrace diversity we can really destroy  
ourselves.

Thank you very much for that.

Next we're going to turn it over to Paul who will

give his insight as to why diversity matters.

>> P. Stout: Thank you so much, Leon.

I'm Paul Stout, grants management specialist for the Bureau of Land Management in Phoenix, Arizona.

I appreciate this opportunity to speak about diversity and how it has personally affected me.

When I was a young child I lived in a military trailer park at O'Hare Air Force Base in Chicago, Illinois.

There were approximately 60 families that represented all branches of the military.

All of us came from diverse backgrounds, however, there was something all of us had in common, namely, most of our fathers were serving in Vietnam while family members remained home supporting each other the best we knew how.

It didn't matter where you came from or what you believed in.

Shortly after returning home from Vietnam, my father was involved in a near-fatal auto accident.

Later I learned that an African American man driving in the opposite direction had stopped his car, ran across the road, jumped over a median, and played a major role in saving my father's

life.

A man in the middle of the rainy evening stopped  
to help a total stranger.

In those days there were no cell phones.

At 19 years of age I joined the Air Force, and I  
traveled to Arizona from Lackland Air Force Base.

During my basic training, I lived in a dorm with  
50 airmen.

All of us spent Christmas and New Year's holidays  
together.

I have some fond memories of my it will owe airmen  
who were always there for me.

Next to my bunk was Airman Smith, my African  
American friend.

We had some very good conversations about life and  
about race relations.

We talked about how complicated humans can make  
things.

But we both agreed that diversity is a good thing.

Our diverse group of airmen worked together to  
succeed as a team.

When we departed basic training, Airman Smith  
said, "Stout, take care, I consider you my  
brother."

Now at 23 I was honorably discharged from Pope Air

Force Base in North Carolina and I moved to New York.

I worked in Manhattan and I went to college in Brooklyn.

The ethnically diverse group of people living in New York City has always been amazing to me.

New York City is home to more than 8 million people with nearly 170 languages spoken.

No wonder it's been termed the melting pot.

Diversity has been the strength of that city and always will be.

But the attacks of the World Trade Center's North and South Towers, a diverse population pulled together.

I've been back to New York City since 9/11 and the rebuilding effort is nothing short of amazing.

It's due in large part to the strength and resolve of a diverse population working together for a common cause.

>> L. Thomas: Paul, being an Air Force brat myself

I can completely relate to the importance of the community coming together in times of conflict when families are away and also with my grandparents being from New York and going back



there and spending summers there, I can really relate to the cultural diversity that that city brings.

So thank you very, very much for that insight.

As far as your BLM career, can you give us some insight as to how diversity affects your everyday role and why it matters?

>> P. Stout: Certainly, Leon.

When I began my employment three years ago at the BLM, I learned that the preservation of land was so important, and with that said, it has truly shaped you on high -- how I look at things and created an environment where all of us value diversity and we look for opportunities to work together and support one another, no matter what our backgrounds are.

And it's taught me quite a bit.

>> L. Thomas: Thanks, Paul.

Just fantastic examples of why diversity matters.

Now, before we hear from acting Arizona State Director Ray Suazo and New Mexico's leadership we're going to open things up again to hear from you using the numbers on your screen.

You can call us toll-free at 1-877-862-5346, or

you can send us a fax at 602-906-5701.

If you would like to send us an e-mail or text message, that address is BLM TC telecast@blm.gov.

Again, don't be shy about joining our discussion or sending our panel a question.

To get started, let's take a quick question that was already e-mailed to us from Diane Hardtman.

We've heard a lot about the Youth Initiative.

There are many older Americans who have been displaced by the current economic situation.

Are there any programs for them and how do we avoid age discrimination issues when focusing in on the youth?

>> M. Kraveloc: I'll take that question, Leon.

We do have youth initiatives and human resources we do target it -- targeted recruitment for certain positions, we definitely still have vacancy announcements that are open to either all government employees or all U.S. citizens.

So there are probably actually more announcements that are available to the general public than there are the targeted recruitment events that are available to students.

So our goal is to really make sure we do have a diverse workforce and we are pulling from different pools of applicants.

>> L. Thomas: Great answer, Pam.

Thank you very much.

I have another question for you.

Actually, that was e-mailed -- this one was text messaged in earlier.

Are there any internship programs for third and fourth-year biological program science students?

>> P. McNeil: That definitely depends on the area.

The text message, the individual should contact our local servicing human resources office and they can give them more information as to what positions are available for STEP students.

>> L. Thomas: Thank you, Pam.

Thank you for the text messaged question and also thanks to Diane for her question.